



# VOICE OF THE ILWU



Volume 56 • No. 3

The VOICE of the ILWU—Published by Local 142, International Longshore & Warehouse Union

May/June 2016

## Workers at Anheuser-Busch ratify first contract, gains are outstanding



ADDRESS LABEL

Attentive members learn about their first contract before voting on whether to accept the new contract.

Delivery drivers, container drivers, delivery helpers, warehouse workers, and warehouse utility workers at Anheuser-Busch Sales of Hawaii, Inc. ratified their first union contract overwhelmingly on April 29, 2016.

The advantages of joining a union—obtaining better wages, employer provided medical and dental benefits, job security, and decent working conditions—are clearly demonstrated in the newly negotiated agreement. The contract will run from May 1, 2016 to April 30, 2021.

—continued on page 6

### ***A Guide to the ILWU: What every member should know***

Whether you are a new or long-time member, this is for you!

- *What is Local 142?*
- *Your rights on the job*
- *What are the benefits of union membership?*
- *Union democracy*
- *Contacting your union*

—more on pages 3, 4, 5, & 8

### **IMPORTANT INFORMATION CONCERNING YOUR OPPORTUNITY TO BECOME ACTIVE MEMBERS OF INTERNATIONAL LONGSHORE AND WAREHOUSE UNION, LOCAL 142, AFL-CIO, AND YOUR RIGHTS UNDER LAW**

As a result of your current employment, you are eligible for membership in the International Longshore and Warehouse Union, Local 142, AFL-CIO. Union membership is a right and privilege to be proud of.

As an active member of ILWU Local 142 you have the right to participate in the affairs of the Union.

Your participation includes involvement in the formulation of proposals for contract negotiations, voting on proposed changes to your collective bargaining agreement, attending and participating in regular and special Union meetings, Union elections, and other affairs of the Union as provided in the ILWU Local 142 Constitution and Bylaws.

We believe that most people would want to become active members of the ILWU Local 142, and desire to fully participate in the affairs of their Union. Strong, active and informed members are essential to the strength of your Union. Your participation will benefit both you and your co-workers by helping the Union gain improved wages, benefits and working conditions.

The right, by law, to belong to the Union and to participate in its affairs is a very important right. Currently, by law, you also have the right to refrain from becoming an active member of the Union and you may elect to satisfy the requirements of a contractual union security provision by paying monthly dues and fees to the Union which reflect the representational expenditures of the ILWU Local 142. Please be advised: That 2% of funds were spent in our most recent accounting year (2015) for nonrepresentational activities (such as political activities, lobbying of issues not reasonably related to accomplish the union's representational duties); that nonmembers can object to having their union security payments spent on such activities; that those who object will be charged only for representational activities; and that if a nonmember objects, the Union will provide detailed information concerning the breakdown between representational and nonrepresentational expenditures. Any objections by a nonmember shall be filed within 30 days and sent to ILWU Local 142 at 451 Atkinson Drive, Honolulu, Hawaii 96814.

Please be advised that nonmember status constitutes a full waiver of the rights and benefits of ILWU Local 142 membership. More specifically, this means you would not be allowed to vote on contract modifications or new contracts; would be ineligible to hold Union office or participate in Union elections; and all other rights, privileges and benefits established for and provided for ILWU Local 142 members by its Constitution and Bylaws.

We are confident that after considering your options, you will conclude that the right to participate in the decision making process of your Union is of vital importance to you, your family, and your co-workers, and you will complete and transmit your application for membership in ILWU Local 142. Thank you.

**The next Local 142 Executive Board (LEB) meeting is scheduled to start at 9:00 a.m. on June 3, 2016, in Honolulu at the ILWU building on 451 Atkinson Drive. ILWU members are welcome to attend as observers.**

# News from The Dispatcher

## Recycling is important— and recycling workers deserve better conditions

By Gail Bateson & Barbara Rahke

Americans are beginning to dump our throw-away economy. Curbside recycling is now available in most west coast communities and more than 9,000 cities across America. It's helping to divert one-third of our waste that used to be burned or buried.

Recycling is also good because it conserves raw materials and saves money for local governments. And it reduces greenhouse gases that cause global climate change.

But recycling won't succeed if recycling workers don't have decent pay, good benefits and safe working conditions. Most full-time recycling workers are forced to live in poverty—and their “green jobs” are far too dangerous. Recycling workers are being killed and seriously injured every year.

On March 1, a 42-year old worker was killed at a Waste Management's recycling plant in Philadelphia. He was crushed to death by a one-ton bale of paper.

Ironically—on same day—a Bay Area recycling firm was being honored by workers and community leaders for “dramatically improving working conditions” at a company which recently signed an ILWU Local 6 contract. During an interfaith luncheon, the Sierra Club's Ruth Abbe presented a plaque to Chris Valbusa, general manager of Alameda County Industries (ACI), recognizing the company's effort to cooperate with workers and create safer jobs with good pay, benefits and the right to fair treatment.

ACI and Waste Management are both private companies. And like most large recycling firms, their workers are paid with public funds – from residents and ratepayers—through contracts awarded by local governments.

When we drop a newspaper, bottle, or food waste in our recycling bin, it's

good to know that it will be recycled – but most of us don't know anything about the workers performing these dirty and dangerous jobs—often employed by companies who exploit labor and cut corners on safety.

Years before the worker was killed at Waste Management's Philadelphia facility on March 1, reports of hazardous conditions were being received by the Philadelphia Project on Occupational Safety and Health (PhilaPOSH). The complaints included workers getting sick on the job, suffering from poor ventilation, dust, dizziness, fainting—and even coughing up blood.

These conditions happen when employers cut corners on safety to deal with materials arriving in recycling bins that include syringes, toxic chemicals, animal carcasses, human waste and other filth. A 2015 study by public health experts, “Sustainable and Safe Recycling,” found that recycling workers are injured more than twice as much as other industrial workers. The findings also noted that fifteen recycling workers were killed on the job between 2011 and 2013.

The only way for workers to protect themselves is through education and active health and safety programs that they can control.

At the Waste Management facility in Philadelphia, we learned that many workers were considered “temporary” and assigned by an agency called Centrix Staffing. To check the company's approach to safety, we asked a Spanish-speaking

colleague to apply for work there. He was shown a short training video—in English—then deemed ready for work, with no hands-on instruction and no evidence that he understood any of the material presented to him.

The incident was captured on film in an excellent documentary, “A Day's Work,” which details the hazards—including death—facing workers in America's growing “temp” industry.

Something similar happened to ACI workers who were also being hired as temps by an outside agency until 16 months ago. Things changed at ACI because workers asked the Longshore Union to help them organize a campaign to



**Courage to make things better: Maria Irene Granados helped lead her co-workers to win dramatic improvements in pay and working conditions for recyclers at ACI.**

improve conditions. The effort included legal action to enforce living wage laws. Workers attended classes on their own time to learn about safety and rights on the job through trainings provided by the University of California's Labor Occupational and Health Program. Help from the Coalition for Sustainable Recycling mobilized dozens of groups to support the effort, including WorkSafe! Local churches, immigrant rights organizations and environmental groups contacted elected officials in the communities where ACI had recycling contracts.

ACI responded in a positive way to this growing pressure. The company dropped the temp agency and made the workers real employees. In October of 2014, ACI's recycling workers formally voted to join ILWU. Instead of fighting the outcome, ACI management negotiated a fair agreement with a committee elected by workers.

The results have transformed pay and working conditions at ACI and lifted families out of poverty. Previous wages

of \$8 an hour will reach over \$20 an hour by July 2019. Workers now earn sick pay, vacations, holidays and health insurance for their families. And safety has improved dramatically, thanks to an active health

and safety committee that meets every three months—and includes a strong voice from workers.

The remarkable story of progress at ACI proves there is a clear path to reduce injuries on the job and prevent future tragedies: listen to workers; respect their right to organize; and support smart, effective

labor-management cooperation.

The people who handle our recyclables ultimately work for us. So let's treat them with the dignity and respect that they deserve.

*Gail Bateson is executive director at WorkSafe, an Oakland-based group that supported ILWU recycling workers through the Sustainable Recycling Coalition. Barbara Rahke is executive director of PhilaPOSH and board chair of the National Council for Occupational Safety and Health.*



**Better for families: “The better pay we won made it possible for my family to buy a home,” said ACI worker Jesus Muñoz.**



**Working together: Relations between workers and ACI management have improved dramatically since recycling workers organized and took action with support from community leaders. (L-R) ACI supervisor Brenda Perez, ACI recycler Jose Degadillo, ACI general manager Chris Valbusa and ACI recycling worker Pedro Sanchez**

# A Guide to the ILWU: What every member should know

## Welcome to the ILWU!

First of all, the Voice of the ILWU is the official newspaper of the ILWU Local 142. You are receiving the newspaper because you are now a member of the ILWU. As a member of ILWU Local 142, you are part of a long and proud tradition where workers join or form organizations for their mutual benefit and to promote fairness and justice on the job. These organizations are called labor unions, trade unions, or just unions.

Your membership in the ILWU started when you were hired into your job. At the time you were hired, you signed a form which allows for the automatic payment of union dues by payroll deduction. This form also serves as an application for membership in the union. The company you work for is a unionized company, which means all workers covered by the union contract must also become members of the union. This is only fair as all workers covered by the union are equally entitled to the wages, benefits, and protection of the union contract. The workers who are part of the union are sometimes called "covered" workers or "bargaining unit" employees.

members of the ILWU. These include supervisors, management personnel, security guards, or certain professional and confidential employees. Employees who are excluded from the union are sometimes referred to as "non-bargaining unit" or NBU employees. Since they are excluded from joining the ILWU, the ILWU negotiated collective bargaining agreement does not apply to them.

In some companies, the ILWU may represent only one part of the workforce, such as only distribution or only clerical workers. The other workers may be represented by another union, or, if there is enough interest, could be organized into the ILWU. Call the ILWU Organizing Department if you know people who want to join the union.

A few employees at your company are excluded by U.S. labor law from becoming

## What is Local 142?

Local 142 is one of 52 separate unions which make up the International Longshore and Warehouse Union. These local unions are located in California, Oregon, Washington, Alaska, and Hawaii. The ILWU also includes Canada and Panama Divisions, the affiliated Inlandboatmen's Union, the American Radio Association, and the Kauai and Maui County Paramedics.

Most of these locals were part of the ILWU since the 1930s and share the same principles of a democratic union run by the membership. Each local union could operate on its own, but has chosen to be part of the ILWU.

Each local contributes money to run the overall ILWU organization, which is called the International ILWU or just International. The headquarters of the International is located in San Francisco, California. Local 142 is based only in Hawaii. We have our own officers, constitution, and structure. Our headquarters are located in Honolulu at 451 Atkinson Drive.

Local 142 is made up of four island Divisions, and one longshore Division.

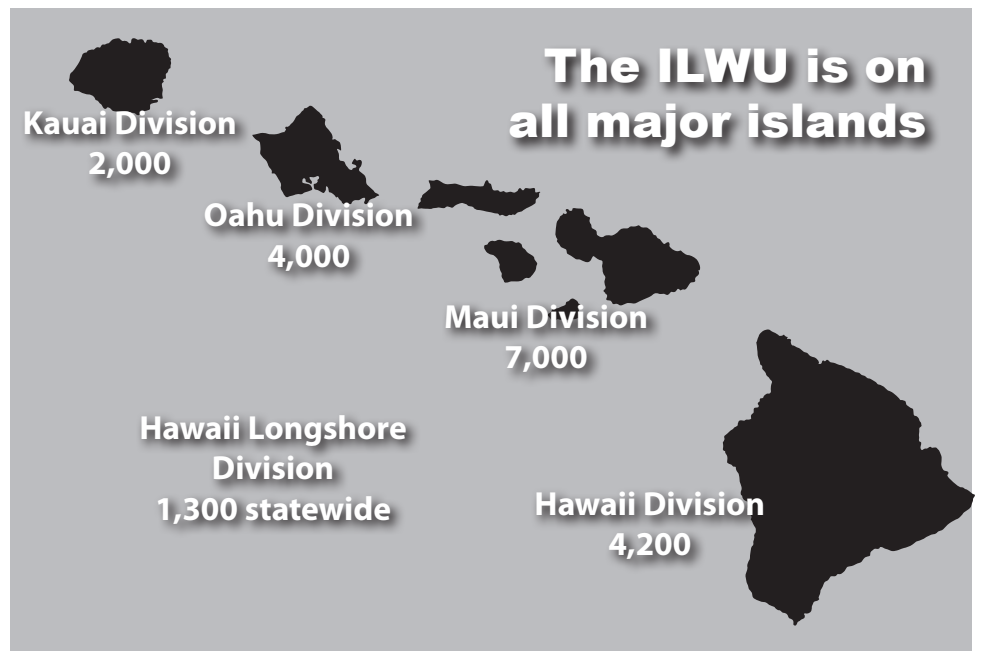
Each geographical Division is made up of the units in that Division. The longshore Division is a statewide Division made up of all longshore industry members.

There are over 18,000 ILWU Local 142 members in Hawaii. They are employed in every major industry including: Longshore, Sugar, Pineapple, Tourism, and General Trades.

General Trades include warehousing, trucking, cement and concrete manufacturing, automotive service and sales, bakeries, newspapers, supermarkets, hospitals, construction, macadamia nut and coffee industries, as well as diversified agriculture.

ILWU Local 142 members work at diverse jobs such as lab analysts, fruit packers, auto technicians, truck drivers, bellmen, waiters and waitresses, heavy equipment operators, housekeepers, sugar field workers, store cashiers, clerks, X-ray technicians, golf course maintenance workers, and salespersons.

Our motto is "An Injury to One is an Injury to All," and we work hard to improve the lives of all working families in Hawaii.



## You have rights on the job

**As a member of a union, you have rights on the job. With the ILWU you have the combined strength and experience of the union on your side.**

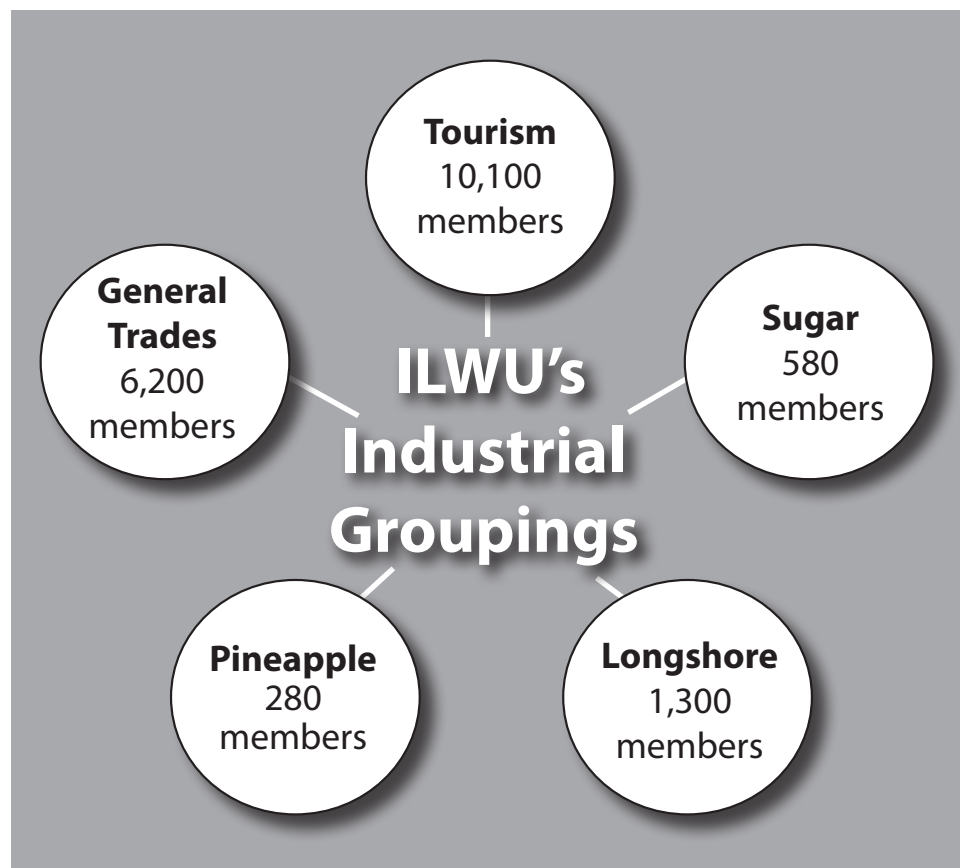
You have the right to have a union steward or business agent help you with any problem on the job. You have the right to ask for a union representative if the company calls you into a meeting which may lead to disciplinary action.

You put yourself at a disadvantage when you try to settle a problem by yourself,

or when you fail to let your union know of problems you and your fellow workers have.

If you have a question or problem, the first thing you should do is talk to your on-the-job steward.

Your company is called a "unit" within the ILWU structure. Each unit has its own elected officers and union stewards, who serve as volunteers. They get no special treatment or privileges from the company or from the union, but they are ready to help you and your fellow workers.



### CORRECTIONS

The following are corrections to the March/April 2016 issue of the VOICE of the ILWU.

Page 5: In the article "Get to Know Your Division & Officers - Maui Division," Joseph Aquino's and Joycelyn Victorino's names were incorrectly spelled under their photos.

Page 7: In the group photo of Unit 2505 - The Westin Maui members, Adeline T. Castillo was featured at center, holding an award for Outstanding Unit Member. She was incorrectly identified in the caption as Laureanna Aceret.

Page 8: Claro Romero Jr. (standing, far right) was not identified in the caption for the group photo of Hawthorne Pacific Corp. negotiating committee members. Jadene Texeira's name was misspelled in the same caption.

We sincerely apologize for the errors.



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Editor: Gordon Y. S. Young

# A Guide to the ILWU: What every member should know

## Dignity and respect in unions

Believe it or not, most workers organize into unions because of bad working conditions and poor treatment by management and not for higher wages and benefits. When workers are organized into unions, they gain the power to change their working conditions and demand respect and fair treatment from management.



With a union, workers have job security and can no longer be fired, transferred, or demoted at the whim of their bosses. In the United States, workers are hired “at-will.” This is a term which means workers are not slaves and can quit their job at their choice—or at their will. It also means an employer can fire a worker for any or no reason—or at the employer’s will. U.S. and Hawaii law only protects a worker from being fired for an illegal reason—such as discrimination by race, sex, age, religion, sexual orientation, ancestry, disability, marital status, or arrest and court record. However, unionized workers have a written contract which gives them additional protection against unjust or unfair firing or

treatment on their job.

With a union, workers gain the power to meet with management on equal terms and bargain collectively to improve their wages and benefits. Union workers no longer have to go to their boss as individuals and beg for an increase in wages. With a union, workers have a voice on the job because management is required to negotiate with them on any changes in the terms and conditions of employment. With no union, management can take back benefits and change things on the job at any time with no notice and no need to consult with workers.

Unions give workers dignity, respect, and a voice on the job. Many workers consider these to be the most valuable benefit of having a union.

## What are the benefits of union membership?

Higher wages, better benefits, and good working conditions are the most obvious advantages of being organized in a union.

Based on data collected by the U.S. Department of Labor—updated March 10, 2016—workers represented by unions earned a median weekly wage of \$975, while non-union workers earned 26 percent less, or \$776 a week. The union advantage in wages is \$199 a week (includes public sector workers).

The union advantage for benefits like healthcare, vacation, overtime, and retirement is even higher—almost double that of the non-union workers. The monthly value of these benefits for unionized workers is \$3126, while the non-union workers received only \$1511—a difference of \$1615. The union advantage in benefits is \$403 a week.

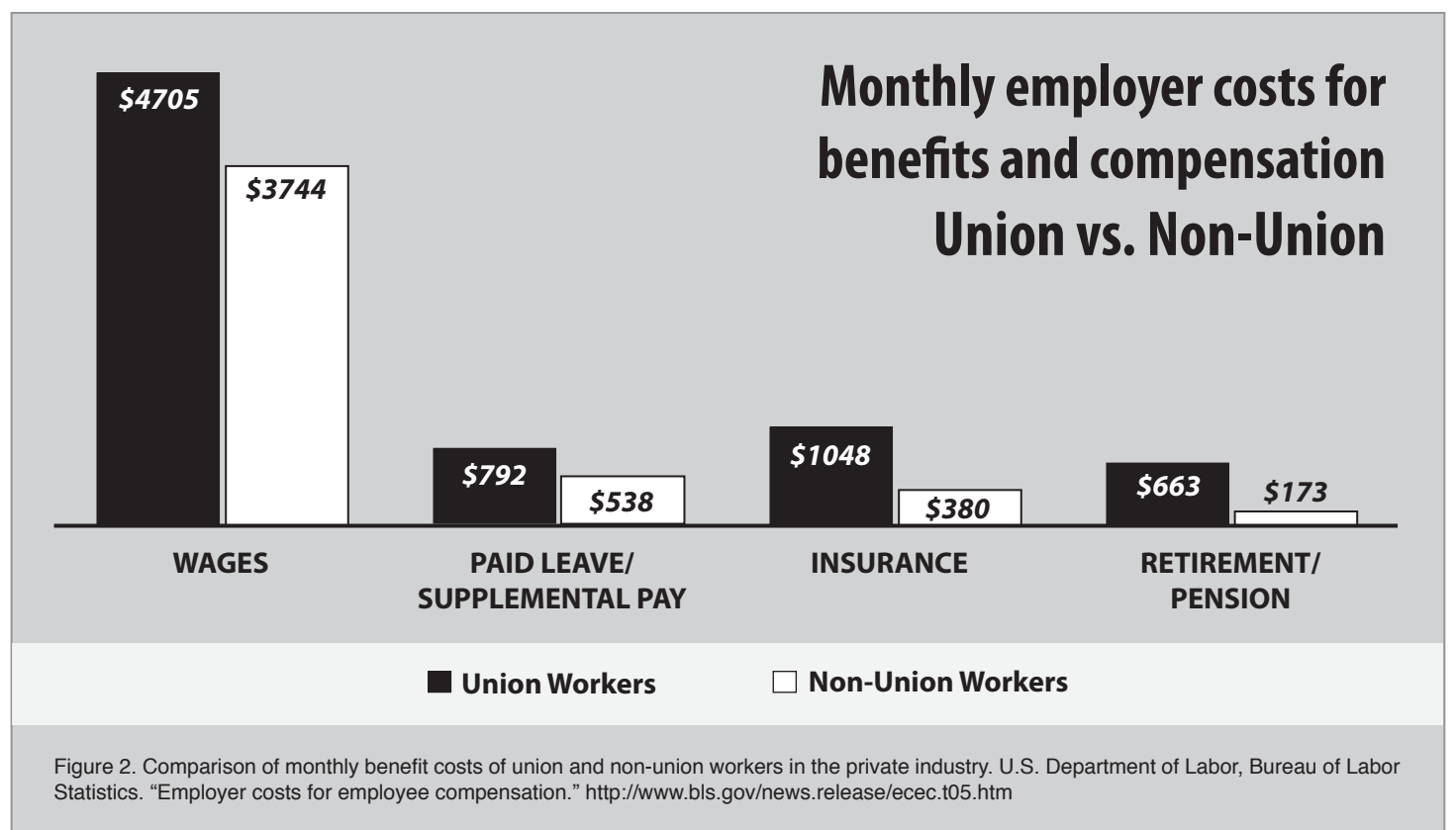
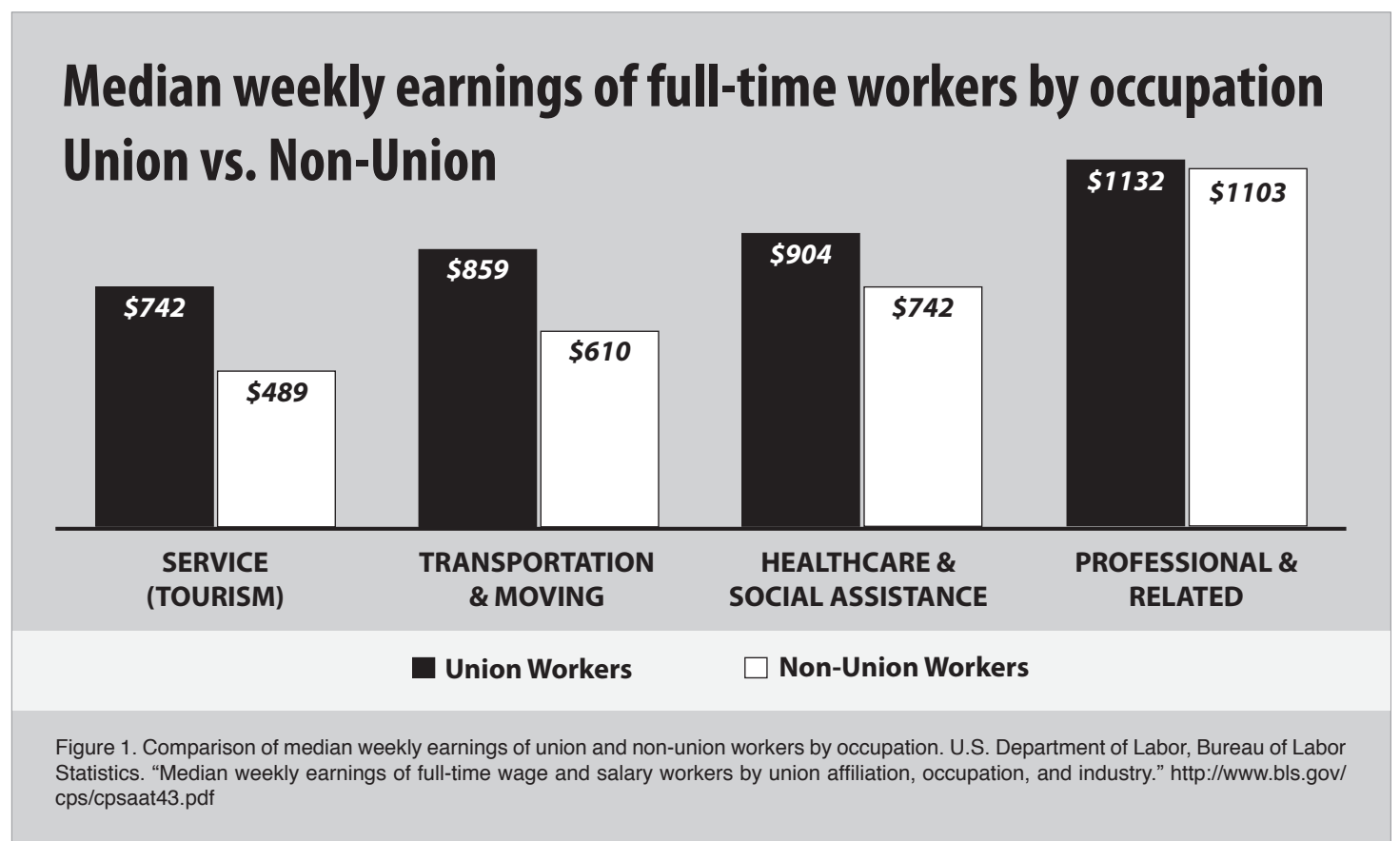
### Union workers get better health care

Employers provide medical and dental plans worth an average of \$984 a month for union workers, while healthcare benefits for non-union workers are worth only \$360 a month.

### Union workers get much better retirement benefits

Employers contribute \$498 a month into defined benefit pension plans of union workers compared to only \$55 a month for non-union workers. This is over nine times more than non-union workers.

Union workers get more vacation, more holidays, more sick leave pay, more overtime pay, and more premiums than non-union workers. If you add wages, benefits, and legally required benefits such as Social Security, Medicare, and UI (not shown in figure 2), union workers received a total compensation package worth an average of \$1958 a week, while non-union workers got only \$1341. The union advantage is over \$617 a week. Over the year, the union advantage is worth \$32,084.



# A Guide to the ILWU: What every member should know

## ILWU's structure promotes democracy

“Units” are what we call the ILWU organization at your workplace. This means that sometime in the past, the workers at your company organized and a majority voted to unionize with the ILWU. The workers then negotiated a collective bargaining agreement (also called union contract) with your employer which puts in writing your wages, benefits, working conditions, and rights on the job.

The contract defines which workers are covered by the union sometimes referred as the bargaining unit. Some categories of workers—such as supervisors, management personnel, confidential employees, or security guards—are excluded by law.

Units are democratic. **Every worker covered by the union contract is a member of the unit and the ILWU.** Unit members elect their own officers and union stewards to help members on the job. Unit members also elect their negotiating committee to negotiate the union contract.

Units should hold regular membership meetings where members may discuss what is happening in the workplace and propose policies for the unit and the ILWU. Unit members elect delegates to the ILWU Local 142 Convention, which is held every three years (the next one is scheduled for September 2018).

**The ILWU Convention gives ILWU members the power to set union policy, to vote on the union's finances and budget, to hear reports on the work of the union, and to approve future union programs.**

In November 2018, after the Local 142 Convention, all ILWU members will have the opportunity to vote for the union's statewide officers. ILWU members of each Division (Hawaii Island, Maui County, Kauai, Oahu, and Longshore statewide) will also vote to elect their Division officers such as business agents, division directors, and executive board members.

### Get involved in your union

**Take an active part in shaping your working life.** Get to know your union stewards and get involved with union

activities. The union is only as strong as its members.

**Come to union meetings.** You'll learn about your rights as a worker. It's an education that will make you a better person and your employment at your company more rewarding. Your participation in the union is always welcome and you will be glad you got involved. Meeting notices are posted on your union bulletin board, along with other important announcements.

**Make it a practice to regularly read the notices on your union bulletin board.**

### Know your rights under the contract

Your union contract is a written agreement with your employer. It defines your wages, benefits, conditions of employment, and rights. It is enforceable through a grievance procedure and ultimately in a court of law.

Read and understand your rights and benefits under the union contract and the ILWU Constitution. You can get copies from your union representative.

Most union contracts are renegotiated every three years, although some contracts run for only one year and others run for as long as six years. How long the contract runs is up to you and your negotiating committee.

### Members have a say in negotiations

**The ILWU is a democratic union and members are involved in every step of the negotiation process.**

Before the old contract expires, the union members at your company will be asked for their input and ideas on what to

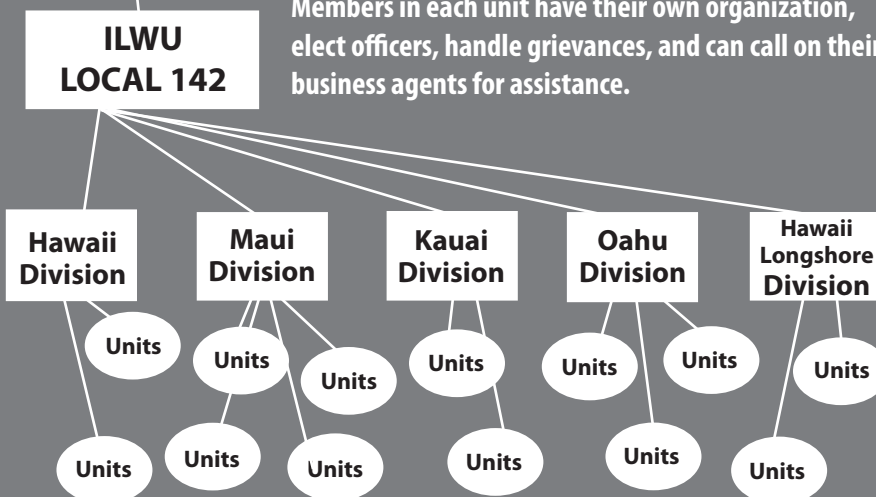
## Structure of the ILWU



The International ILWU is made up of 52 locals in California, Oregon, Washington, Hawaii, and Alaska. The ILWU also includes Canada and Panama Divisions, the affiliated Inlandboatmen's Union, the American Radio Association, and the Kauai and Maui County Paramedics. ILWU headquarters are located in San Francisco, California.

ILWU Local 142 is located in Hawaii and operates with a statewide Local office, four island Divisions, and one longshore Division. Each geographical Division is made up of the units in that Division. The longshore Division is a statewide Division made up of all longshore industry members.

Members in each unit have their own organization, elect officers, handle grievances, and can call on their business agents for assistance.



change in the contract. This is usually done at a membership meeting, called by the officers of your Unit.

This is one good reason why you should attend union meetings—it's your chance to improve your union contract.

Your unit will also select a committee to represent them in negotiations with management. This committee is usually composed of your elected unit officers, but many units will expand the committee to make sure different parts of your unit are represented.

A hotel unit, for example, might select a committee with members from different departments like housekeeping, food and beverage, maintenance, and front desk.

The Local or Division office will also assign a full-time business agent or officer to work with your negotiating committee as your spokesperson.

During negotiations, unit members may be asked to support their committee by wearing union buttons, attending rallies, and mobilizing in other activities.

When your committee thinks a fair settlement with management has been reached, they must get your vote of approval before the new contract can be finalized.

This happens at a membership meeting where your committee will report on the settlement and where your unit members can vote to accept or reject the settlement.

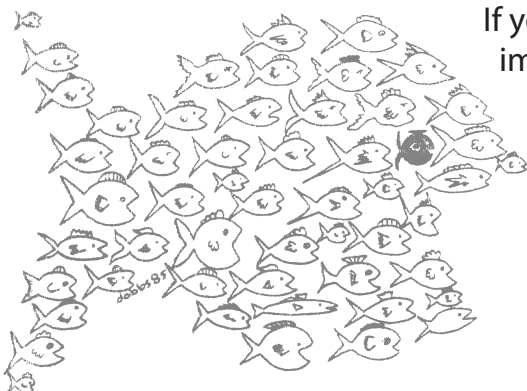
This is another part of ILWU democracy which requires membership approval for all contract settlements. In rare cases, management may refuse to agree to a fair settlement and your committee may ask you to authorize a strike. Again, ILWU democracy requires membership approval for a strike.

**Your union contract is a very important document. You should read the contract and be familiar with its terms.**

You should challenge management whenever they violate the contract. You can get a copy of your contract from your unit officers.

## Know non-union workers who need help organizing?

The ILWU represents workers in the transportation, agriculture, tourism, automotive, retail, and healthcare industries—and more.



If you know workers at a non-union company who need help securing their jobs and making improvements at their workplace, let your union representative know!

Call the ILWU and ask for Organizing Dept. at your Division Office:

**Hawaii (808) 935-3727 • Maui County (808) 244-9191**

**Kauai (808) 245-3374 • Oahu (808) 949-4161**

**Hawaii Longshore (808) 949-4161**

***There is strength in numbers... ORGANIZE!***

## Anheuser-Busch workers ratify contract—continued from page 1

The five-year agreement covers 52 members who now belong to ILWU Local 142, Oahu Division. The contract calls for a 4.5 percent wage increase upon ratification and a wage increase of 1.5 percent-1.75 percent each year thereafter, for a total pay raise of 10.5 percent-11.5 percent over the life of the contract.

The new agreement provides an invaluable benefit—job security. It will protect the workers against arbitrary discipline or firing by establishing just cause for any disciplinary action the company may initiate.

The new contract also establishes a seniority system for job bidding, placement and promotions. This is significant, as it addresses concerns about how jobs are assigned—an issue raised by many of the workers. Workers have been particularly upset when newer hires with less experience were chosen over more seasoned employees.

Other gains include strong contract language addressing discrimination, temporary transfer, and jury duty. A guaranteed minimum of four (4) hours of straight-time pay on a call out, additional funeral leave when traveling out of state, and a birthday holiday are also provided. In addition, a labor-management committee will convene to discuss operational and contractual issues.

In order to combat rising healthcare costs, Anheuser-Busch Sales of Hawaii, Inc. had decided to increase their workers'

share of the cost of medical and dental insurance premiums. For non-bargaining unit employees—who are not ILWU members—this meant an immediate increase in their insurance co-payments from 12 percent to 21.5 percent.

However, since healthcare plans are “mandatory subjects of bargaining”—or topics that *must* be negotiated—the company couldn't raise the co-share on ILWU members' insurance premiums without talking with the union first. Negotiations resulted in maintenance of the current insurance premium co-share at 12 percent for the first year of the contract. Then the cost “gradually increases over the course of five years, instead of going up all at once,” said union chief spokesperson and Oahu Division Director Michael Yamaguchi.

“Overall, we are pleased that we were able to address all the major concerns that led the Anheuser-Busch workers to designate the ILWU as their collective bargaining representative,” Yamaguchi added. “This first contract is a significant achievement, and I thank the Anheuser-Busch membership for participating in the ratification vote.”

Members of the negotiating committee are: Fabian Palipti, Emmanuel “Butch” Kapahu, Robert “Bobby” Hew-Len, Joseph Sakaria, Oahu Business Agent Wilfred Chang Jr., and Michael Yamaguchi.



(from left) Oahu Division Business Agent Paris Fernandez and Division Representative Jose Miramontes Jr., joined the Anheuser-Busch Sales of Hawaii, Inc. union negotiating committee and assisted during the ratification meeting on April 29. The negotiating committee included: Spokesperson/Oahu Division Director Michael Yamaguchi, Fabian Palipti, Joseph Sakaria, Emmanuel “Butch” Kapahu, Robert “Bobby” Hew-Len, and Business Agent Wilfred Chang Jr.



Why did you join the ILWU? Butch Kapahu (left) has been employed at Anheuser-Busch Sales of Hawaii, Inc. for over 35 years. He has seen countless managers come and go. “With the constant turnover, there was no continuity. I joined the ILWU for job security and respect. I know that I was working as an “at-will” employee and could be let go anytime without being given a reason. With the ILWU, we now have a grievance procedure in place and the company has to give a reason for discipline or discharge.”



Union spokesperson Brian Tanaka, second from left, and Business Agent Wilfred Chang, far right, were able to get the representatives from all the specialties in the diagnostic imaging department of Kaiser Foundation Hospitals to work collectively to reach a new contract with substantial wage increases, market adjustments and benefit changes that included moving to a new medical plan.

## ILWU members approve new three-year contract at Kaiser Foundation Hospitals

ILWU unionized workers at Kaiser Permanente Hawaii voted overwhelmingly to ratify the tentative contract agreement reached on April 4, 2016.

In statewide ratification meetings which began on April 18 and concluded on April 21, members approved the new three-year contract that will expire on March 31, 2019.

Kaiser Permanente Hawaii operates 25 medical offices and clinics throughout Hawaii under Kaiser Foundation Hospitals.

The new contract will continue to provide 95 good-paying jobs in the

diagnostic imaging department in facilities throughout the state. It increases wages substantially, provides for market increases, enhances professional development leave, and brings changes in benefits. The changes include moving to a new medical plan and new retiree medical benefits.

The negotiating committee involved 24

members representing all modalities or specialties, (i.e. radiology, mammography, nuclear medicine, ultrasound, and MRI) working as a team. “Working with a large committee of this size involved a lot of time and effort,” said union chief spokesperson Brian Tanaka. “I want to thank the committee for coming together as one.”

“Bargaining was long and difficult, but our negotiating committee believes that we were able to achieve the best deal that we could for our members,” said Unit Chairperson Steven Hosaka.

Members of the negotiating committee are as follows: Alana Gusukuma, Donna Stevens, Bert Nunes, Jan Onaga, Brenda Garrett, David Almazan, Martissa Apacible, Fatima Mejia, Reid Matsuo, Anthony Tai, Anita Mercado, Gary Caranto, Mandy Kwong, Jennifer Correa, Ashlyn Oshiro, Scott Jitchaku, Mary Ann Bunao, Angelia Andrade, Grace De Mesa, Cathy Echallas, Wilfred Cabatu, Debbie Higashiya, Steven Kim, Steven Hosaka, Business Agent Wilfred Chang, and Spokesperson/Business Agent Brian Tanaka.

# Oahu's Pepsi takes state basketball championship



**State Champions – Pepsi Beverages Co. (Back row, from left): Maurice “Moe” Johnson, Jason Haskell, Daniel Zane, Tyler Maldonado, Lekeli Watanabe. (Front row, from left): Gaylen Teraoka, Leo Manayan, Brad Guillermo, and Corey Shippy.**



**All-Tournament Team: 3-Point Shooting Champ Keone Emeliano - Da Crew, Joel Green - Kauai Coffee/Midpac Auto Center, Reeve Cazimero - Da Crew, Brad Guillermo - Pepsi Beverages Co., and Corey Shippy - Pepsi Beverages Co. Not pictured: Darius Ramos Quedding - Cane Burners.**

KALAHEO, Kauai—The top ranked basketball teams from each division gathered for a championship tournament on December 12, 2015. The 34th Annual State Basketball Tournament was hosted by Kauai Division and played at the Kalaheo Neighborhood Center Gym.

Pepsi Beverages Company represented the island of Oahu, which produced last year's champs, the Hawaii Longshore Division's McCabe, Hamilton & Renny. Waikoloa Village Golf Course team “Da Crew” represented the Big Island. Maui was represented by Hawaii Commercial & Sugar's “Cane Burners” and Kauai Coffee/Midpac Auto Center represented Kauai.

**Pepsi 87, Kauai Coffee/Midpac Auto Center 26**

In the opening game, Pepsi's Brad Guillermo was red hot sinking three 3-pointers with a game high total of 21 points. Teammates Corey Shippy and Leo Manayan helped to clinch the win over Kauai with 15 points and 13 points, respectively. Kauai's Joel Green was the high scorer for his team with 9 points.

**Da Crew 58, Cane Burners 33**

In the second semi-final game, Hawaii overwhelmed Maui by 25 points for the win to earn a berth in the championship game. Da Crew's Keone Emeliano led his team with 13 points. Teammate Reeve Cazimero contributed 11 points. Maui's high scorers were Darius Ramos Quedding with 17 points and Jeston Visitation Tabarnilla with 9 points.

**Cane Burners 59, Kauai Coffee/Midpac Auto Center 31**

The consolation game between Maui and Kauai was a one-sided blowout. Maui led 30-10 at half-time and never looked back. Maui's Redentor Santiago turned in a sizzling performance with 20 points. Vic Mauro Santiago and Darius Ramos Quedding added 10 points each for the Cane Burners. Joel Green led Kauai with 9 points.

**Pepsi 67, Da Crew 62**

The championship game between Oahu and Hawaii was a thriller. In the first half, the score was never more than three points between the teams, with each team taking the lead for short periods. The first half ended with Da Crew ahead 34-31. The

second half began with Hawaii racing to a 10-point lead, but Oahu rallied to tie the game at 56-all with two minutes left in the game. With less than a minute left to play, Oahu led by 2 points—61 to 59. Hawaii managed to tie the game at 61-all at the buzzer.

In the overtime period, a tired Hawaii team managed only 1 point while Oahu scored 6 points to win 67-62. Pepsi's Brad Guillermo led all scorers with 27 points. Teammate Lekeli Watanabe contributed 13 points. Keone Emeliano led Hawaii with 26 points. Ryan Bautista added 15 points and Reeve Cazimero added 14 points for Da Crew.

The tournament and awards luncheon were organized by Kauai Division Sports Coordinator Doreen Kua and Pamela Green. Unit 3401 – Kauai Coffee Chairperson Gwendolyn Wenio assisted in the luncheon. State Sports Coordinator Brian Tanaka, Oahu Division Sports Coordinator Jose Miramontes, Maui Division Sports Coordinator Claro Romero and Hawaii Division Sports Coordinator Corinna Salmo also assisted with the tournament.

**Individual Awards**

- Most Valuable Player: Brad Guillermo - Pepsi
- 3-Point Shooting: Keone Emeliano - Da Crew

**All-Tournament Team**

- Brad Guillermo - Pepsi
- Keone Emeliano - Da Crew
- Darius Ramos Quedding - Cane Burners
- Corey Shippy - Pepsi
- Reeve Cazimero - Da Crew
- Joel Green - Kauai Coffee/Midpac Auto Center



**Runner-up Award - Da Crew.**



**Third Place Award - Cane Burners.**



**Sportsmanship Award - Kauai Coffee/Midpac Auto Center.**

**ILWU 2016 Sports Program  
Next Statewide Event:  
Mixed Golf  
Tournament  
Sept. 3-4, 2016  
Hosted by Hawaii Division**

# A Guide to the ILWU: What every member should know

## Getting help and contacting your Union

If you want more information about your union or union contract; if you have a problem on the job; if you want to become more involved with your union, the first person you should talk with is your union steward or Unit officer.

Unit officers and stewards are elected by the members of your unit to help their fellow union members on the job. They serve as volunteers and receive no extra pay or special privileges. Their names should be posted on the union bulletin board.

If they can't help you, they will put you in touch with the ILWU business agent assigned to service your unit.

Business Agents are elected every

three years by the ILWU members on your island, or county for Maui Division, or industry for the Hawaii Longshore Division, to work full-time for the union.

Each Business Agent is assigned to work with specific units and should visit your workplace every week or as needed. Business Agents assist unit officers and stewards, negotiate contracts, and work directly with members on their problems.

If you don't know your Business Agent's

name, call the ILWU Division Office on your island. Regular office hours are from 8:00 a.m. to 4:00 p.m., Monday through Friday. The office may be closed on some holidays.

If your Business Agent is not in the office, you should leave a message with a phone number and a good time when you can be reached. Division phone numbers are listed below.

### ILWU INTERNATIONAL OFFICE - Hawaii

451 Atkinson Drive, Honolulu, HI 96814

Phone: (808) 949-4161

Fax: (808) 955-1915

Wesley Furtado, International Vice President

Tracy Takano, International Representative

### ILWU LOCAL 142

451 Atkinson Drive, Honolulu, HI 96814

Phone: (808) 949-4161

Fax: (808) 955-1915

Donna Domingo, President

Teddy B. Espeleta, Vice President

Guy K. Fujimura, Secretary-Treasurer

### HAWAII DIVISION

#### Hilo Office

100 W. Lanikaula Street, Hilo, HI 96720

Phone: (808) 935-3727 (Ann)

(808) 775-0443 (Sui)

Fax: (808) 961-2490

E-mail: hawaiiidivision@ilwulocal142.org (Ann)

honokaa@ilwulocal142.org (Sui)

#### Kona Office

74-5565 Luhia Street, #A-3a, Kailua-Kona, 96740

Phone: (808) 329-2070

Fax: (808) 331-2571

### KAUAI DIVISION

4154 Hardy Street, Lihue, HI 96766

Phone: (808) 245-3374

Fax: (808) 246-9508

E-mail: kauaidivision@ilwulocal142.org

### OAHU DIVISION

451 Atkinson Drive, Honolulu, HI 96814

Phone: (808) 949-4161

Fax: (808) 941-5867

E-mail: oahuidivision@ilwulocal142.org

### MAUI DIVISION

#### Wailuku Office

896 Lower Main Street, Wailuku, HI 96793

Phone: (808) 244-9191

Fax: (808) 244-7870

E-mail: mauidivision@ilwulocal142.org

#### Lahaina Office

840 Wainee St. Unit H4 & H5, Lahaina, HI 96761

Phone: (808) 667-7155

Fax: (808) 667-7124

#### Lanai Office

840 Ilima Avenue, Lanai City, HI 96763

Phone: (808) 565-6927

### HAWAII LONGSHORE DIVISION

451 Atkinson Drive, Honolulu, HI 96814

Phone: (808) 949-4161

Fax: (808) 941-9298

E-mail: Hawaii.Secretary@ilwu.org

### Changed your address? Let us know!

Did you know members have a duty to keep us informed about your latest home address?

The U.S. Post Office will only forward mail for 60 days, so send us a card to let us know you moved. We need your name, old address, and new address. Send the card to: **Mailroom, ILWU, 451 Atkinson Drive, Honolulu, Hawaii 96814.**

### Get published in the VOICE

The VOICE of the ILWU welcomes letters, photographs and other submissions. Write to: **Editor, VOICE of the ILWU, 451 Atkinson Drive, Honolulu, Hawaii 96814.**

### Are you planning to retire soon?

If you enjoy receiving the VOICE in the mail and would like to continue your mail subscription, please contact the Local 142 Office at: **(808) 949-4161, ext. 4789.**